

72-4236

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... SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED		CONFIDENTIAL	
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OFFICIAL ROUTING SLIP			
TO	NAME AND ADDRESS	DATE	INITIALS
1	Deputy Director for Support [redacted]	16 Nov	
2	Executive Director-Comptroller [redacted]		
3			
4	Director of Personnel [redacted]		
5			
6			
ACTION		DIRECT REPLY	PREPARE REPLY
APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE
Remarks:			
<p>152 - Bill - I believe the paper as now worded eliminates the slight worry you had with the earlier version. We should also note that the delay in going to the regulation change was deliberate since we were breaking new ground in government-wide terms.</p>			
FOLD HERE TO RETURN TO SENDER			
FROM: NAME, ADDRESS AND PHONE NO.			DATE
Director of Personnel [redacted] Hqs. [redacted]			13 NOV 1972
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OGC Has Reviewed STAT

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DD/S JWC:lla #16 November 201972
Approved For Release 2003/06/05 : CIA-RDP84-00780R004800010001-0
Distribution:

O - Addressee w/O DD/S 72-4256
1 - DD/S Chrono
✓ 1 - DD/S Subject

DD/S 72-4256: Memo for ExDir -Compt frm D/Pers dtd 13 Nov 72 subj:
Travel and Transportation Benefits for Agency Retirees

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DD/S 72-4256

13 NOV 1972

MEMORANDUM FOR: Executive Director-Comptroller
THROUGH 16 NOV 1972 Deputy Director for Support
SUBJECT : Travel and Transportation Benefits for Agency Retirees
REFERENCE : Memo fm DD/S to Ex. Dir-Compt., dtd 21 Apr 71, Subj: Administrative Authorities

1. This memorandum contains a recommendation for your approval in paragraph 4.

2. The Travel Policy Committee is considering changes in Agency regulations to make clear that the same travel and transportation benefits are available to eligible retirees under both the CIA and Civil Service retirement systems. The extension of such benefits to Agency employees under the Civil Service Retirement System was effected by the Executive Director-Comptroller when he approved the recommendation in paragraph six of the referent on 26 April 1971, the substance of which has not yet been published in regulatory form. The recommended policy was:

"to provide the participants in the CSRS the same death and retirement travel benefits now approved for CIARDS participants, provided the employee:

- (a) Is a staff employee, a staff agent, a career agent, or a contract employee converted from a staff status without a break in service;
- (b) Retires on or before his scheduled retirement date as determined
- (c) Retires on or before his 62nd birthday when his extension beyond a date of his eligibility for optional retirement was approved by the Director."

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SUBJECT: Travel and Transportation Benefits for Agency Retirees

3. The Committee believes a change should be made in the current policy (para. 2 (b) & (c), above) which limits travel and transportation benefits to an employee who retires on or before his scheduled retirement date or on or before his 62nd birthday if an extension of his retirement date has been approved. Occasionally, a request is received for extension beyond age 62 from an employee because of personal hardship or from an office which has a need for the employee's services. It is the opinion of the Committee that the decision on such requests should be based on compassion or Agency interest and approval of the request for extension should not affect the entitlements of the employee concerned. I share the Committee's view.

4. It is recommended, therefore, that you authorize cancellation of the restrictions in sub-paragraphs (b) and (c) quoted in paragraph 2, above, after which appropriate changes in the regulations will be made to reflect extension of travel and transportation benefits to eligible retirees under the Civil Service Retirement System.

/s/Harry B. Fisher
Harry B. Fisher
Director of Personnel

CONCUR:

/s/ John S. Warrick

John S. Warrick
General Counsel

1. 11. 1972

Date

ph 4 is approved.

21 NOV 1972

Date

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MEMORANDUM FOR:

D/Pers -

*May we discuss?
Para 3 seems to go in
the face of the last
line of para 4 of the
21 Apr 71 memo
Comment? -*



Executive Director 5 OCT 1972 (DATE)

FORM NO. 101 REPLACES FORM 10-101
1 AUG 54 WHICH MAY BE USED.

(47)

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12 OCT 1972

MEMORANDUM FOR: Executive Director-Comptroller

THROUGH

: Deputy Director for Support

SUBJECT

: Travel and Transportation Benefits for
Agency Retirees

REFERENCE

: Memo fm DD/S to Ex. Dir-Compt., dtd
21 Apr 71, Subject: Administrative
Authorities

1. Paragraph four of this memorandum contains a recommendation for your approval.

2. The Travel Policy Committee is considering changes in Agency regulations to make clear that the same travel and transportation benefits are available to eligible retirees under both the CIA and Civil Service retirement systems. The extension of such benefits to Agency employees under the Civil Service Retirement System was effected by the Executive Director-Comptroller when he approved the recommendation in paragraph six of the referent on 26 April 1971, the substance of which has not yet been published in regulatory form. The recommended policy was:

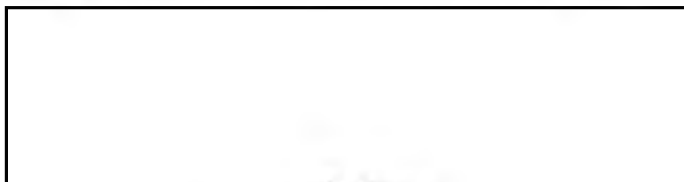
"to provide the participants in the CSRS the same death and retirement travel benefits now approved for CIARDS participants, provided the employee:

- (a) Is a staff employee, a staff agent, a career agent, or a contract employee converted from a staff status without a break in service;
- (b) Retires on or before his scheduled retirement date as determined
- (c) Retires on or before his 62nd birthday when his extension beyond a date of his eligibility for optional retirement was approved by the Director."

**SUBJECT: Travel and Transportation Benefits for Agency
Retirees**

3. The Committee believes that the decision to extend a career employee's retirement date should be based upon compassion and consideration of the Agency's interests and should not affect the employee's entitlements upon retirement.

4. It is recommended, therefore, that you authorize cancellation of the restrictions in sub-paragraphs (b) and (c) quoted in paragraph 2, above, after which the Travel Policy Committee will propose appropriate changes in the regulations to reflect extension of travel and transportation benefits to eligible retirees under the Civil Service Retirement System.



**Chairman,
Travel Policy Committee**

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CONCUR:

/s/Harry B. Fisher
Director of Personnel

/s/Leonard H. Houston
General Counsel

17 OCT 1972
Date

23 OCT 1972
Date

The recommendation contained in
paragraph 4 is APPROVED:

Executive Director-Comptroller

Date

Distribution:

- Orig. & 2 - Adse (Orig. to be ret'd to O/Fin)
- 1 - Ex. Reg.
- 2 - DD/S Chrono, Subject
- 1 - D/Pers
- 1 - General Counsel
- 1 - Each TPC Member
- 3 - Planning Staff

C - O - P - Y

28 April 1971

MEMORANDUM FOR: Deputy Director for Intelligence
Deputy Director for Plans
Deputy Director for Science and Technology
Inspector General
Director, Planning, Programming and Budgeting

SUBJECT : Retiree Travel

1. On 26 April 1971 the Executive Director-Comptroller approved the attached memorandum and thereby adopted the administrative authority of the Foreign Service Act, as amended, to provide to participants in the Civil Service Retirement System the same death and retirement travel benefits now approved for participants in CIARDS. This approval, effective 26 April 1971, is subject only to the provisions listed in paragraphs 6(a), (b), (c) of the attachment.

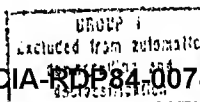
2. Information relative to this significant benefit will be provided through normal channels. All employees scheduled to retire in the near future will be individually informed by representatives of the Retirement Affairs Division.

(signed)

Harry B. Fisher
Director of Personnel

Att

C - O - P - Y



C - O - P - Y

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21 April 1971

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Administrative Authorities

REFERENCE : (a) Memo dtd 30 April 68 for Ex. Dir.-Compt.
fr DD/S, Same Subject

(b) Memo dtd 21 May 68 for Ex. Dir.-Compt.
fr DD/S, Same Subject

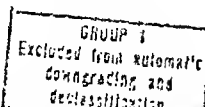
(c) Memo dtd 23 June 70 for DD/S General Counsel
Subj: Administrative Adoption of Statutory Benefits

1. This recommendation contains a recommendation for your approval; such recommendation is contained in paragraph 6.

2. Reference (a) recommended the adoption of the administrative authority of the Foreign Service Act, as amended, to permit the payment of travel and transportation expenses for employees retiring under the Central Intelligence Agency Retirement and Disability Systems (CIARDS) to a place designated in the United States, its territories or possessions. This recommendation, which you approved on 30 April 1968, followed an extensive review made of existing Agency authorities in the fields of travel expenses, allowances and other fringe benefits provided to Agency employees to insure that these are as favorable as those provided by existing laws enacted for other Government employees in similar circumstances. On 23 May 1968 you approved the recommendation in reference (b) to adopt another administrative authority of the Foreign Service Act to permit reimbursement of travel and transportation expenses of the dependents of a deceased CIARDS participant to a designated place of residence regardless of the participant's PCS point, U. S. or abroad. We believe it is now appropriate to reconsider the basis for limiting these death and retiree travel benefits to participants in CIARDS.

3. Key to our reconsideration of present authority is the Agency retirement policy which applies equally to employees in CIARDS or the Civil Service Retirement Systems (CSRS). As early as 1959, the retirement policy was that employees would be expected to retire at age 60 with 30 years of service, or at age 62 with at least five years of service under the then existing optional retirement provisions of the CSRS. On 3 May 1968, after an in-depth review by the Agency's senior echelon, the

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SUBJECT : Administrative Authorities

Director of Central Intelligence decreed that it would continue to be Agency policy that employees under the CSRS be required to retire at age 60 or as soon thereafter as they are eligible for optional retirement under the law. Paragraph 12 of the rationale for the age 60 retirement policy (attached is the memorandum approved by the Director on 3 May 1968) is pertinent to this memorandum.

" 12. In summary, the age 60 retirement policy is a key element of the Agency's efforts to attain excellence in its staffing. Without the policy the entire personnel program of the Agency would be impaired. The most vigorous and productive individuals, finding themselves stymied, will leave the service or will never be persuaded to enter in the first place. By shortening the career open to all employees, service in intelligence will continue to be highly attractive to outstanding young men and women. In the end, our national intelligence objectives will be best served."

4. The Agency's early retirement policy for employees under either CIARDS or CSRS is ample evidence that the conditions of employment for our personnel are such as to set them apart from other Federal employees. Having established a requirement for retirement at age 60 under both systems, based on the premise that such action was deemed necessary for the proper administration of all employees, it would appear logical and equitable that similar retiree and death travel benefits should flow from this policy. It would also appear logical and equitable to provide these benefits only to those employees under CSRS who in fact retire at age 60 or as soon thereafter as they are eligible for optional retirement, unless the employee's retirement is extended by the Agency but in no event should the benefit be available after age 62.

5. In reference (c) the General Counsel noted that the discussion of the merits of extending retiree and death travel benefits to participants of CIARDS and not to employees covered by the CSRS placed great weight on the fact that CIARDS participants had met measurable standards which distinguished them from normal CSRS participants. He went on to say that this may not be a valid distinction inasmuch as such benefits had previously been granted to participants under both systems who were stationed abroad and, therefore, there is an apparent inequity for employees who are stationed PCS in the United States. The General Counsel concluded that he would offer no legal objection to an extension of death and retiree travel benefits to employees covered by CSRS if such action is deemed necessary for the proper administration of the Agency.

6. In line with the above, and pursuant to the authority delegated to you by the Director of Central Intelligence on 5 October 1967, it is recommended that effective with the date of your approval you determine it to be

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SUBJECT : Administrative Authorities

necessary for the proper administration of all employees of the Agency to adopt the administrative authority of the Foreign Service Act, as amended, to provide the participants in the CSRS the same death and retirement travel benefits now approved for CIARDS participants, provided the employee:

- (a) Is a staff employee, a staff agent, a career agent, or a contract employee converted from a staff status without a break in service;
- (b) Retires on or before his scheduled retirement date as determined
- (c) Retires on or before his 62nd birthday when his extension beyond a date of his eligibility for optional retirement was approved by the Director.

(signed)

John W. Coffey
Deputy Director
for Support

CONCUR:

Signed/Houston
General Counsel

22 April 1971
Date

The recommendation contained in paragraph 6 is approved.

Signed/L. K. White
Executive Director-Comptroller

26 April 1971
Date

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Next 5 Page(s) In Document Exempt

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